



**Name of Church**

Saint Pauls UCC

**Address**

N89W16856 Appleton Ave  
Menomonee Falls, WI 53051

**Conference:**

Wisconsin

**Association:**

Southeast

**Title**

Pastor

**Start Date**

n/a

**Description**

Pastor

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**Church Contact Information**

No contact information has been added to this profile.

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**Listing Information**

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**Web Presences**

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<https://www.saintpaulsinthefalls.org>

Type: Professional

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<https://www.facebook.com/stpaulsменomoneefalls>

Type: Other

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<https://www.youtube.com/channel/UCkYKYcFIt69WUOWo-Fv1ruw>

Type: Other

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**Additional Formal Ecumenical Affiliations**

No response

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**UCC Conference or Association Staff Contact Person**

**Name:**

Jane Anderson

**Title:**

Associate Conference Minister

**Phone:**

(920) 540-2586

**Email:**

janderson@wcucc.org

## Summary Ministry Description

"We Have Come This Far By Faith", has been the motto of St Pauls UCC for over 150 years. St Pauls is a church filled with resilience and hope. Founded in 1868, our congregation treasures the legacy of our past, but we are also confident that God has equipped this current generation to sustain and advance our witness into the future. Our church is a landmark within our community and is a symbol of God's grace for all to see.

We are praying for a pastor that can help us to build on this legacy. A minister who will hone and nurture our spiritual gifts, lead us in vibrant worship and preaching, and help us expand our reach in our community. Our pastor can look forward to partnering with a congregation that spearheads ministry efforts within our community, fosters a strong connection amongst its members, and has strong leaders dedicated to the wellbeing of the church and its community.

St Pauls UCC (spelled with no apostrophe as reflected in our German heritage) serves the Village of Menomonee Falls and the surrounding area. Menomonee Falls is a vibrant residential and commercial center about 20 miles northwest of Milwaukee. We are a congregation of around 152 members, having attracted members of the surrounding communities of Sussex, Lisbon, Lannon and Germantown. We have a strong core congregation, including families with multiple generations that attend regularly. Our church offers several spiritual education offerings including Sunday School, meditation sessions, Confirmation, and bible study, although we seek to grow and expand these offerings as we are able. We hope our pastor will take an active role in participating and enhancing these educational opportunities.

Our discernment has led us to call a part time pastor that will have the benefit of working with strong leaders within the congregation to effectively minister to our church. With this strong congregational support and God's guidance, we feel that we offer a positive and sustaining environment for a pastor.

## Church pictures



## What we value about living in our area.

The community in which we are situated is solidly middle class and has great schools and other community resources. To our north and west increased housing is being built. To our Southeast lies the Metro Milwaukee area and there exists a marvelous mix of ethnic diversity. We also have an active downtown business community which the church partners with for festivals and celebrations.

## Current size of membership

152

## Average in person attendance

50

## Does your church hold virtual worship services?

Yes

## Choose platform type(s) and number for virtual worship.

### Video Hosting Platform

On average, how many views are received per service?

5

## Languages used in ministry

English

**Position Title**

Pastor

**Position Duration**

Settled

**Compensation Level**

1/2 Time (approximately 20-22 hours/week)

**Does the total support package meet conference compensation guidelines?**

Yes

Link to current Conference guidelines

[Download compensation guidelines](#)

**Scope of Work**

Some fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).

[Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

**First:**

Worship and Preaching/Spiritual Education

Design and present engaging worship services, with frequent grounding in the common Lectionary. Offer sermons with a lively engagement with scripture and applications to the lives of our congregation members. Provide guidance in our many walks of faith with the Lord. Help to nurture and sustain critical educational initiatives within the church for people of all ages.

**Second:**

Advise Congregational Leaders

Support and guide our lay leaders within our Cabinet, boards, and taskforces. Encourage leaders to follow God's calling in all discussions and deliberations about the church. Openly communicate with leaders and administrative assistant about any decisions or events that affect the church.

**Third:**

Pastoral Care

Establish and maintain quality pastoral relationships with our congregation, especially our homebound or facility members.

**Compensation and Support**

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

| SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED                | AMOUNT OR PERCENTAGE (IF DETERMINED) | IS THIS NEGOTIABLE                  | PASTORAL CANDIDATE DETERMINES |
|--|--------------------------------------|-------------------------------------|-------------------------------|
| Salary (Cash basis determined from Conference/ Association Guidelines) | 0                                    | <input checked="" type="checkbox"/> | <input type="checkbox"/>      |
| Housing Allowance  | 0                                    | <input checked="" type="checkbox"/> | <input type="checkbox"/>      |
| Any Experiential Difference (Related to years of experience)           | 0                                    | <input checked="" type="checkbox"/> | <input type="checkbox"/>      |
| Salary Basis: 0  |                                      |                                     |                               |
| Pension/Annuity  | 0                                    | <input checked="" type="checkbox"/> | <input type="checkbox"/>      |
| Social Security and Medicare Offset                                    | 0                                    | <input checked="" type="checkbox"/> | <input type="checkbox"/>      |
| Medical/Dental Insurance   | 0                                    | <input checked="" type="checkbox"/> | <input type="checkbox"/>      |
| Life Insurance   | 0                                    | <input checked="" type="checkbox"/> | <input type="checkbox"/>      |
| Disability Insurance   | 0                                    | <input checked="" type="checkbox"/> | <input type="checkbox"/>      |
| Worker's Compensation  | 0                                    | <input checked="" type="checkbox"/> | <input type="checkbox"/>      |

If needed, please comment further on your church's salary and benefits for the minister.

Salary/benefits will be negotiable depending on experience/needs per candidate.

The expected living situation for our next minister.

Living within the surrounding communities of the church with a housing allowance.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

No parsonage

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

We are offering a part-time position and seek to be accommodating to allow our pastor to pursue additional employment as they see fit. The leaders of our church will work with the pastor to understand schedule commitments for additional employment and create a church schedule that can work within that structure.

Peer and professional supports available for ministers in our association/conferences.

The Conference offers a Mentoring relationship with Mentors who are in the first year of ministry. We intend to support such a mentoring relationship. The conference also offers a community of practice which the church would cover the cost of participation. There are also coaching resources provided by the conference.

## Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

In our discernments, we feel God is calling St Pauls to collaborate with a minister that will provide an abundance of spiritual guidance. We seek to continue to grow in our individual relationships with God and want to partner with a pastor that will help us to enhance these relationships. It is our hope that our pastor partners with our congregation and Christian Education board to supplement and enhance our educational programs for all ages.

We also feel a deep call as members to be open and welcoming to every one of God's children regardless of age, race, ethnicity, orientation, or gender. Our congregation includes people from all walks of life, and it is our goal to collaborate with a minister to continue this legacy. We seek a spiritual leader who will provide new and exciting ideas to continue this openness and continue to help us minister to a wide spectrum of individuals who each walk their own path alongside God.

Our church also takes great pride in the leadership and dedication of the congregation. The leaders of our church work tirelessly to ensure that the legacy we were founded on is not forgotten. It is our hope that our pastor will provide guidance and wisdom for our leaders as they make decisions about the future of our church. The pastor would not be expected to take a primary leadership role but would instead act as a wise council helping to provide spiritual discernment for important decisions affecting the church.

A final goal that is close to the hearts of the congregation of St Pauls is our sense of community within our membership. During times of hardship and crisis we are always there to offer support and ensure that needs are met. It is critical that we have a pastor that partners with us in these efforts and can provide support and caring for those in need. Primarily, it will be important that a pastor is able to help those in our membership who are unable to regularly attend our services to feel as though they are still a part of our church.

#### **How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.**

St Pauls offers the following ministries to our community. It will be important that our minister is available to help guide the leaders of these missions and initiatives.

- Bob's Under the Bridge
- Menomonee Falls Food Pantry
- St Ben's Meal Program
- Mental Health Workshops
- Prayer Shawl Ministry
- Downtown Business District Partnership
- Blood Drives
- Cookie Walk

#### **Language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.**

The ability to speak English, yet an individual who values difference and diversity. This matters to us because we want to grow as a congregation and in the community.

**Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.**

##### **Exhibit Spiritual Foundation**

- Effectively assist with worship, education, or prayer within our church.
- Effectively explain and enact the elements of Christian worship in nurturing a life of faith.
- Clearly articulate one's own call to authorized ministry, using the tenants of the Christian faith.

##### **Engage Sacred Stories & Traditions**

- Craft and deliver cogent sermons that speak to individual and communal transformation that is grounded in sacred stories and traditions.
- Lead Bible studies informed by scholarly methods of Biblical Interpretation.
- Clearly affirm diverse practices in worship, proclamation, and witness; and appropriately use them in worship planning.

##### **Strengthen Inter/Intrapersonal Assets**

- Provide pastoral care to all no exceptions.
- Actively Listen to others with an empathetic ear.
- Interact with others in ways that affirm their sense of dignity and help others to do the same

## **Who Is God Calling Us to Become?**

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"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

#### **Who God is calling us to become as a congregation.**

During our discernment process, the congregation came together to identify who God is calling us to become as we move into this next chapter of our life together. We feel called to continue to provide a space of openness and positivity to our community, grow our individual and collective relationship with God, and welcome new and diverse members into our congregation.

As the community that we have called home for over 150 years grows and evolves around us, it gives us the perfect opportunity to work towards these goals that God has laid out for us. We see opportunities to use our church as a positive resource for our community, providing resources and events that benefit our friends and neighbors. This growth and evolution also provides the perfect environment to provide outreach to a wide range of members in our community that may be looking for a sense of belonging.

We have also used this period of transition to continue to grow our faith in the Lord and lift up our spiritual gifts. As we are seeking new leadership, lay people have stepped up to fill the void and continue to provide spiritual enlightenment. Members of the congregation have stepped up to lead bible study, play music on Sundays, and even step in to provide a sermon. We seek to continue to hone our spirituality and

grow together in Jesus.

#### How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

God has been inspiring and equipping our congregation in mission and ministry with adult and youth activities that include:

- Offering Mental Health workshops to the community to help reduce the stigma that surrounds these all too prevalent issues in our society.
- Supporting our local food pantry to ensure our neighbors have sustenance they rely upon
- Participating in St. Ben's Kitchen, a food ministry for the un-homed in Milwaukee.
- Refurbishing our old cry room into a new Little Lambs Nursery to be more accommodating to young families who may want to attend church.
- Providing a meditation group to help the community deal with stress and anxiety in a healthy way.
- A robust Prayer Shawl ministry that provides homemade knitted items to members and the community.
- Our congregation has also discussed becoming a WISE church

#### Congregation Reflections

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##### We would describe our congregation's life of faith as...

St Pauls has a strong legacy, rooted in the Evangelical Synod and its Germanic Culture. Our church demonstrates its faith by actively remembering and honoring this culture and tradition. The Christmas Eve service is concluded every year with the singing of Silent Night, and we sing the first verse in German. Though our members may not be as well read in the Bible or other faith traditions, many of us have deep roots in the church and can speak to numerous ways God has worked through family and friends within the church to broaden our faith. An example would be our Lenten season where members come together to explore the experience of Lent through bible study and celebrate a Maundy Thursday Service. This spirit and culture continuously bring us closer to the Lord and to each other.

Our lay leaders and congregation treasure this culture immensely and foster a deep love for the church. We all have a vested interest in ensuring the church functions to the best of its abilities. In times of need, members rise to the occasion to ensure needs are met and problems are solved. This is a congregation that has been tested many times, and through it all our faith has given rise to hope and love

##### Strengths or positive qualities of our congregation.

- Our Women's Fellowship group makes donations to local charities, supports the needs of the church, organizes family and social activities for the congregation. These are funded by our annual Cookie Walk, a tradition in the community.
- We connect to the community through missionary outreach with the local food bank and meal programs.
- We participate in local community events including the village Trick or Treat and sponsor a family in need for Christmas.
- Our congregation has been resilient, adapting to changes in leadership with faith and hope.
- We take pride in the appearance of our church by coming together to fundraise for improvements.
- We are accepting of individuals without regard to their origins or ethnic heritage.

##### A growing edge for our congregation and what we plan to strengthen as a congregation

Our congregation has worked with community leaders to host mental health workshops. We hope to continue to use these as opportunities to open up to the community and share what our church has to offer with people who do not regularly attend.

##### What worship is like when our congregation gathers.

Our weekly worship service begins at 9:30am on Sunday mornings. Service begins with an organ prelude followed by congregational announcements where anyone is welcome to provide information for the church. We then have an opening hymn that leads into prayers of confession and forgiveness of sins. After this, we spend time passing the peace to each other. There is then a short lesson provided to the children of the church and then scripture readings and a sermon. Following the sermon, we have prayers for the community and our offertory. We close with a hymn and benediction. We offer communion on the first Sunday of every month and anyone is welcome to join our communion table. Our congregation utilizes the Good News Bible and Chalice Hymnals.

##### The educational program/faith formation vision of our church.

At St Pauls we believe children and youth are as important as anyone within the church and we feel a special calling to ensure that we are raising them up in accordance with God's will. At the current moment in time, we have a small core group of children that attend our Sunday school which is led by our Board of Christian Education. We are actively seeking ways to grow this ministry and bring in families with young children. Confirmation is also important to our church community, and we offer a confirmation class whenever we have students who are ready and willing to participate. We also offer adult educational services, such bible study, mental health workshops, and meditation sessions.

##### How our congregation is organized for ministry and mission.

Cabinet: President, Vice President, Past President, Secretary, Treasurer, and Pastor

Board of Deacons: Facilitates worship service, membership, and our annual Rally Day.

Board of Trustees: Maintains the building and grounds. Manage financial affairs with Treasurer

Board of Christian Education: Promotes the education of the church's children and youth.

Mission's Taskforce: Responsible for managing the missions of the church.

Stewardship Taskforce: We are in the process of establishing a Stewardship Taskforce

When it comes to decision-making, 5 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

When our church's administrative assistant unexpectedly announced her resignation due to family circumstances, several leaders within our church stepped up to facilitate a quick and efficient transition. Cabinet members and the personnel committee worked to establish an end date and exit interview. The Board of Deacons organized a celebration ceremony. The Board of Trustees approved a salary structure for an interim position. The Cabinet and personnel committee worked to get a new job posting listed on several job posting sites. Interviews were conducted by members from the Cabinet who eventually worked to hire a new person for the job. This was all accomplished in about two months.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[2024-Annual-Report-presented-January-2025.pdf](#)

## 11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

## Congregation Demographics

Describe those who participate in your church.

| DEMOGRAPHIC  | NUMBER |
|--|--------|
| NUMBER OF ACTIVE MEMBERS:                                | 152    |
| NUMBER OF ACTIVE NON-MEMBERS:                            | 10     |
| TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE): | 162    |

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

| TIME                             | PERCENTAGE |
|----------------------------------|------------|
| MORE THAN 10 YEARS:              | 60%        |
| LESS THAN 10, MORE THAN 5 YEARS: | 30%        |
| LESS THAN 5 YEARS:               | 10%        |

ARE THESE NUMBERS ESTIMATES?

Yes



**Number of total participants by age:**

| AGE   | NUMBER |
|-------|--------|
| 0-11  | 8      |
| 12-17 | 8      |
| 18-24 | 10     |
| 25-34 | 20     |
| 35-44 | 26     |
| 45-54 | 26     |
| 55-64 | 20     |
| 65-74 | 30     |
| 75+   | 15     |

ARE THESE NUMBERS ESTIMATES?

Yes

**Percentage of adults in various household types:**

| HOUSEHOLD TYPE                   | PERCENTAGE |
|----------------------------------|------------|
| SINGLE ADULTS UNDER 35:          | 15%        |
| HOUSEHOLDS WITH MINORS:          | 20%        |
| SINGLE ADULTS AGE 35-65:         | 15%        |
| JOINT HOUSEHOLDS WITH NO MINORS: | 25%        |
| SINGLE ADULTS OVER 65:           | 25%        |

ARE THESE NUMBERS ESTIMATES?

Yes

**Education level of adult participants by percentage:**

| EDUCATION LEVEL        | PERCENTAGE |
|------------------------|------------|
| HIGH SCHOOL:           | 25%        |
| COLLEGE:               | 50%        |
| GRADUATE SCHOOL:       | 10%        |
| SPECIALTY TRAINING:    | 10%        |
| OTHER EDUCATION LEVEL: | 5%         |

ARE THESE NUMBERS ESTIMATES?

Yes



**Percentage of adults in various employment types:**

| EMPLOYMENT TYPE                    | PERCENTAGE |
|------------------------------------|------------|
| ADULTS WHO ARE EMPLOYED:           | 40%        |
| ADULTS WHO ARE RETIRED:            | 45%        |
| ADULTS WHO ARE NOT FULLY EMPLOYED: | 15%        |

**ARE THESE NUMBERS ESTIMATES?**

Yes

**The range of occupations of working adults in the congregation:**

We have a diverse range of occupations within the church including tradespeople, healthcare, accountants, education, and others. Many people bring skills from the workplace to help benefit the church.

**The mix of ethnic heritages in our congregation, and the overall racial make-up.**

Primarily Caucasian German or other European heritage) less than 5% hispanic

**What diversity means in our context?**

Diversity means having a church with people full of different life experiences and opinions. We strive to be an open church for anyone who wants to join our community.

**Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future**

Yes

DATE COMPLETED: Feb 20 2025

**Comment after the exercise:**

Our congregation conducted a survey to understand how we feel about the direction of the church. It was established that many members feel a need to grow the church and ensure we are welcoming to anyone who would like to join our congregation.

**Participation and Staffing**

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## Participation and Planning of Gatherings

| WAYS OF CHURCH GATHERING                      | ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE | WHO PLANS EACH OF THE LISTED GATHERINGS |
|---|---|---|
| Adult Groups or Classes (in person or online) | 0   | NA                                      |
| Baptisms (number last year)                   | 3   | Pastor/Board of Christian Education     |
| Children's Groups or Classes                  | 5   | Board of Christian Education            |
| Christmas Eve and Easter Worship              | 100   | Deacons/Pastor                          |
| Church-wide Meals                             | 20  | Lay Leaders/Pastor                      |
| Choirs and Music Groups                       | 6   | Music Director/Bell Choir Director      |
| Church-based Bible Study                      | 8   | Lay Leaders/Pastor                      |
| Communion (served how often?)                 | 1   | Deacons/Pastor                          |
| Community Meals                               | 0   | NA                                      |
| Confirmation (number confirmed last year)     | 8   | Pastor/Board of Christian Education     |
| Drama or Dance Program                        | 0   | NA                                      |
| Funerals (number last year)                   | 4   | Pastor                                  |
| Intergenerational Groups                      | 0   | NA                                      |
| Outdoor Worship                               | 10  | Deacons/Pastor                          |
| Prayer or Meditation Groups                   | 8   | Pastor                                  |
| Public Advocacy Work                          | 0   | Lay Leaders/Pastor                      |
| Retreats                                      | 0   | NA                                      |
| Weddings (number last year)                   | 2   | Pastor                                  |
| Worship (digital / online / livestream)       | 55  | Deacons/Pastor                          |
| Young Adult Groups or Classes                 | 0   | NA                                      |
| Youth Groups or Classes                       | 0   | NA                                      |
| Other   | 0   | NA                                      |

## Worship Times

| WORSHIP (TIME SLOT): | ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE | WHO PLANS EACH OF THE LISTED GATHERINGS |
|----------------------|---|---|
| 9:30am CST           | 50  | Deacons/Pastor                          |

## Additional comments:

We host a coffee every week following our service for fellowship.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

*No Response*

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Keith Farnham, retired currently on shut in list

**List of all current staff:**

| STAFF POSITION                             | HEAD OF STAFF | COMPENSATION | SUPERVISED BY | LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION |
|--|---------------|--------------|---------------|--|
| Interim Pastor                             | Yes           | part         | Cabinet       | 1 Month  |
| Administrative Assistant                   | No            | part         | Cabinet       | 6 months   |
| Interim Music Director/Bell Choir Director | No            | vol          | Cabinet       | 5 Years  |

**Reflection: What this information reflect about our congregation's overall ministry:**

The congregation of St Pauls is a vibrant group containing members from many different walks of life. We have cultivated a tight knit bond within our community where everyone is lifted up and each person's gifts are acknowledged and welcomed. Our members continue to display strength and a willingness to grow together in faith.

## Church Finances

**Current Annual Income**

| SOURCE      | AMOUNT |
|-------------|--------|
| No Response |        |
| Total       | 153227 |

**Current annual expenses (dollars budgeted for most recent fiscal year):**

153227

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

[Download church budget](#)

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?**

27

**Has the church ever failed to pay its financial obligations to a minister of the church?**

No

**Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)**

- Our Church's Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

**In what way is OCWM (Basic Support) gathered?**

Donations from members

**If calculated as a percentage of operating budget, this is the percentage?**

10

**Total amount of loan debt:**

No response

**Reason for debt:**

NA

Are capital and other payments current?

Yes

## Capital Campaigns

Description of any building programs projected or underway.

We are currently in the process of receiving and reviewing bids to revamp our sign in front of our church. Our goal is to have a digital sign installed that will give us the opportunity to increase our visibility in the community and better advertise our events and services.

Pictures



Description of any capital campaigns in the last ten years:

| YEAR(S) | PURPOSE       | GOAL  | RESULT | IMPACT  |
|---------|---------------|-------|--------|---|
| 2024    | Roof Fund     | 36500 | 54400  | Able to complete roof repairs   |
| 2019    | Lighted Cross | 5000  | 12000  | Many community publications have used pictures of our church to promote the good things Menomonee Falls has to offer. |

Description of any capital campaigns underway or anticipated:

| YEAR(S) | PURPOSE      | GOAL  | RESULT | IMPACT   |
|---------|--------------|-------|--------|--|
| 2025    | Digital Sign | 40000 | 0      | Increased visibility and presence in community |
| 0       |              | 0     | 0      |  |

Description the prominent mission component(s) involved in the most recent (or current) capital campaign.

The church invested in lighting that illuminates the cross at the top of our steeple at nighttime. This investment has been a welcome addition to the community as it brings a sense of peace to our neighbors and helps to project the church's presence across the community.

Does your church have an endowment?

Yes

What is the market value of the assets?

*No response*

Are funds drawn as needed, regularly, or under certain circumstances?

*No response*

What is the percentage rate of draw (last year, compared to 5 years ago)?

*No response*

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

*No response*

At the current rate of draw, how long might the endowment last?

*No response*

Please comment on the above calculations or estimates:

*No response*

#### Other Assets

Memorial Fund

#### Reserves (savings):

*No response*

#### Investments (other than endowment):

*No response*

#### Does the church have a parsonage?

No

#### Description of all buildings owned by the church:

Church with an education wing and hall with full kitchen beneath the church. Members of the community utilize our space and often provide a donation to the church for the use of the space.

#### Description of non-owned buildings or space used or rented by the church:

NA

#### Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance  
Accessible parking spaces  
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)  
Access to child care spaces for wheelchair users and people with other mobility aids

"Quiet room" with worship viewing and listening availability  
Handrails on all stairs  
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)  
Curb cuts

#### Which spaces are accessible to wheelchairs:

All areas of church are accessible.

#### Policies regarding financial practices of the church:

NA

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

Our finances and assets give us the ability to empower our missions to reach the community and give us space to commune as a church and community.

## Historical Information

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Significant happenings in the history of our church that have shaped the identity of our congregation.

In 2018, St Pauls celebrated our 150th anniversary. This was a year full of reflection, celebration, and gratitude. We used this year to reacquaint ourselves with our German roots. There were also services held in the original portion of the sanctuary that was present in the 1950s where members had the opportunity to speak on why they joined the church.

The church's annual Cookie Walk has continued to grow from a small event into the cornerstone fundraiser of the year. This event is also a critical community engagement event that brings people into celebrate during the Advent Season.

Our long-term pastor of over 25 years retired. This has been a transformational event that has given rise to more members taking an active role in continuing the good work of the church.

A specific change our church has managed in the recent past.

In the past year or so, we have been in a time of transition in our music ministry. In December of 2023, we said good-bye to our Minister of Music of several years. We had a period of interim pianists who led our worship, before hiring a full-time organist during the summer of 2024. At the conclusion of 2024 their contract expired, and we have had congregational members supporting the music ministry. Throughout it all, members of the congregation have stepped up to ensure worship has continued to be meaningful and impactful.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

We dealt with a situation several years ago, where there was a disagreement between the pastor of our church and the church president. As a result of this situation, additional processes needed to be implemented to deal with future disagreements like this. As a result of this situation, leadership changes did occur with the church. This experience was a major learning and growth opportunity for leaders within the church.

The most recent major conflict through which our church has navigated.

We dealt with a situation several years ago, where there was a disagreement between the pastor of our church and the church president. As a result of this situation, additional processes needed to be implemented to deal with future disagreements like this. As a result of this situation, leadership changes did occur with the church. This experience was a major learning and growth opportunity for leaders within the church.

Ministerial History:

*No response*

What our church has learned about itself and its relationship with people who provided ministerial leadership.

St Pauls has learned to become better communicators and better listeners. We have strived to become more open to understand what works and what doesn't work for each individual pastor. It has also helped us to set clear expectations for what is needed from a ministerial leader.

Has any past leader left under pressure or by involuntary termination?

Yes

Has your church been involved in a Situational Support Consultation?

Yes

Has a past pastor been the subject of a Fitness Review while at your church?

Yes

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

## Community Vision

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How the relationships and activities of our congregation extend outward in service and advocacy.

- Mr. Bob's "under the bridge" ministry for the homeless (Milwaukee)
- Menomonee Falls Food Pantry
- St. Ben's Meal Program in Milwaukee
- Christmas Clearing House of Waukesha County for families who do not have enough for their children at Christmas
- UCC 5 for 5 offerings
- Mental Health Workshops

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

We currently do not have representation, but we are looking to see who from our congregation would be called to do so. Until recently we have had representation.

How our church engages with the community organizing movements in our community.

We have a strong partnership with our Downtown Business District.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

We continue to commit to working with our community partners to build relationships and share God's grace to all.

Our congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

We were previously involved in an ecumenical organization which was organized by one of our own members. This organization is no longer in existence. We share notices of our activities with other churches and share other churches activities to our congregation.

How our mission statement compares to the actual time spent engaging in different activities.

Our Constitution calls for us to "...render loving service toward humankind, and to strive for righteousness, justice, and peace." St Pauls commits to these words on a consistent basis making sure that our church and our members are positive forces for good within our community through our partnerships and ministry.

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

We encourage our pastor to take as active a role as they see fit in the wider church and church associations. The cabinet and church leaders seek to be accommodating to give the pastor the ability to answer their specific call of engagement and ensure this fits within their scope of work.

## The ARDA or MissionInsite Reflection

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ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

Our local community has been evolving rapidly over the course of the last several years. One area of opportunity we noticed is that there has been an 8.4% increase in individuals who identify as a single parent from 2015-2022. In addition, there has been a 74.3% increase in individuals who report their marital status as separated/spouse absent. This represents an opportunity for our church to outreach to these individuals and provide a safe space for them to receive support and a sense of community.

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

In reviewing the available data, we feel that our church aligns very closely demographically with our surrounding area. To our southeast there is a much more diverse demographic region that we could look to expand into to grow our reach and become a community of increased diversity.

How the demographics of the community are currently shaping ministry, or not.

We seek to increase our diversity to become a more well-rounded church and to be able to have a wider range of thoughts and ideas for the church.



What we hear when we talk to community leaders and ask them what our church is known for.

The church is a willing partner who offers our space and resources to bring enrichment to our community.

What new people in the church say when asked what got them involved.

The sense of community and mission that our members display.

## References

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■ Michelle Frie

Contacted: Tuesday, Mar 18, 2025

Primary Email Address: mfriegirl1@gmail.com

**Reference Response**

*No response*



■ Food Pantry

Contacted: yesterday

Primary Email Address: widge@fallsfoodpantry.org

**Reference Response**

*No response*



■ St Bens

Contacted: yesterday

Primary Email Address: khoward@thecapuchins.org

**Reference Response**

*No response*

## Closing Prayer

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We pray that the Lord will give us the wisdom and guidance to discern and call a pastor that will bring spiritual enlightenment to our community, teach and nurture us in the ways of the Lord, helps us to see God's Will in decisions regarding the church, and provides a sense of community to all who worship with us and call St Pauls their church. We also pray that God will also be with every pastor who has taken the time to review this profile. May God bless you with strength and discernment as you search for the next place to call your ministerial home.

## Statement of Consent

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**1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?**

*For example, church council or consistory, transition team, etc.*

Our church established a search committee of five members to create this profile. We also conducted a survey and listening sessions to gain congregational input.

**2. Additional comments for interpreting the profile:**

Please reach out with any questions that you may have